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ABSTRACT

The annual report of the National Council on Disability (NCD) describes major activities of 1998 to promote policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability. NCD's major activities for 1998 are grouped into four areas: (1) broadening participation of youth and minorities with disabilities in the policy process (e.g., hearings on culturally diverse populations and on children and youth with disabilities from minority and rural communities); (2) working to monitor and improve enforcement of civil rights laws for people with disabilities (e.g., commemoration of the Americans with Disabilities Act anniversary and a statement on discipline of students with disabilities); (3) working to reorient public programs to support work (e.g., the Presidential Task Force on Employment and communication with the Rehabilitation Services Administration); and (4) bringing disability perspective to generic policy discussions (e.g., reports on disability policy and research and the United Nations International Day of Disabled Persons). Also noted are congressional testimony provided by NCD, information gathering and dissemination activities, NCD representation, and NCD quarterly meetings. Appendices include NCD member and staff biographies, a list of NCD publications, and the NCD mission statement. (DB)

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ED 429 407

ANNUAL REPORT TO THE PRESIDENT AND CONGRESS

Volume 19
Fiscal Year 1998

NATIONAL COUNCIL ON DISABILITY

EC 307148

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National Council on Disability
1331 F Street, NW, Suite 1050
Washington, DC 20004

Annual Report to the President and Congress, Volume 19, Fiscal Year 1998

This report is also available in alternative formats and on NCD's award-winning Web site (http://www.ncd.gov).

Publication date: March 31, 1999

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NATIONAL COUNCIL ON DISABILITY

An independent federal agency working with the President and Congress to increase the inclusion, independence, and empowerment of all Americans with disabilities.

LETTER OF TRANSMITTAL

March 31, 1999

The President
The White House
Washington, DC 20500

Dear Mr. President:

I am pleased to submit the National Council on Disability's (NCD) Annual Report for Fiscal Year (FY) 1998, as required by Section 401(a)(9) of the Rehabilitation Act of 1973, as amended. In accordance with the Federal Reports Elimination and Sunset Act of 1995, NCD is submitting its final annual report on its activities and accomplishments. In the future, this information will be contained in NCD's *National Disability Policy: A Progress Report*, assessing the status of disability policy in the nation.

In a continuing effort to provide leadership in the development and evaluation of disability policy, NCD conducted a wide variety of activities in FY 1998 that promoted policies, programs, practices, and procedures that guarantee equal opportunity for all people with disabilities, regardless of the nature or severity of the disability.

NCD's highlights for FY 1998 included broadening the participation of youth and minorities with disabilities in the policy process; working to monitor and improve the enforcement of civil rights laws for people with disabilities; working to reorient public programs to support work; and bringing a disability perspective to generic policy discussions.

Though its efforts in these four broad areas, NCD was able to have a significant impact on the lives of people with disabilities and their families all over the world.

With your support, we will continue our efforts to ensure that people with disabilities will be afforded every opportunity to enter the mainstream of American life.

Sincerely,

Marca Bristo
Chairperson

(The same letter of transmittal was sent to the President Pro Tempore of the U.S. Senate and the Speaker of the U.S. House of Representatives.)

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Major Activities Summary—Fiscal Year 1998

The National Council on Disability (NCD) is an independent federal agency making recommendations to the President and Congress on disability policy. As the only agency in the Federal Government addressing the issues of all people with disabilities, regardless of type or severity, NCD will be aggressive and resolute until people with disabilities in every corner of the land no longer are distinguished by a disability label, but are known as students, workers, parents, neighbors, and friends.

When NCD brought together a diverse group of disability community leaders from around the country in 1996, a consensus emerged that U.S. public policies and programs needed to truly mirror the values of the Americans with Disabilities Act (ADA). NCD captured the consensus recommendations of the participants in a report entitled *Achieving Independence.* Progress in carrying out those recommendations is measured each year in NCD's annual report, *National Disability Policy: A Progress Report.*

In its efforts to provide leadership in the development and evaluation of disability policy, NCD conducted a variety of activities in Fiscal Year (FY) 1998. Those activities promoted policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability. The activities also helped realize the promise of ADA by empowering people with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society.

NCD's major activities for FY 1998 can be categorized under four areas:

- broadening participation of youth and minorities with disabilities in the policy process;
- working to monitor and improve the enforcement of civil rights laws for people with disabilities;
- working to reorient public programs to support work; and
- bringing a disability perspective to generic policy discussions.

Activities for FY 1998

NCD carried out numerous activities in FY 1998 that were devised to increase consumer input on public policy issues affecting the lives of people with disabilities and to provide the public with information on day-to-day NCD operations. Those activities are summarized below:

BROADENING PARTICIPATION OF YOUTH AND MINORITIES WITH DISABILITIES IN THE POLICY PROCESS

Second Annual Youth Leadership Development Conference

June 22–25, 1998, Washington, DC

With support from federal partner agencies, NCD conducted the second annual Youth Leadership Development Conference in Washington, DC, June 22–25, 1998. Sixty-three young people between the ages of 17 and 24, with various disabilities, and diverse backgrounds, and representing all geographic areas of the country, participated in this year's conference. Youth participants also had the opportunity to tour President Clinton's White House living quarters and pose for a group shot with the President. Members of Congress addressed the enthusiastic participants at a Capitol Hill luncheon, urging them to continue to fight for their rights and become leaders for the future. The conference provided a forum for teens and young adults with disabilities to learn about their legal rights, assistive technologies, and advocating for themselves and others in their local communities. Keynote speakers included Congressman Steny Hoyer (D-MD); Susan Daniels, deputy commissioner for Disability and Income Security Programs at the Social Security Administration (SSA); Marca Bristo, NCD chairperson; Judith E. Heumann, assistant secretary, Office of Special Education and Rehabilitative Services (OSERS) at the Department of Education; Robert Williams, deputy assistant secretary for the Office of Disability, Aging, and Long-Term Care Policy at the Department of Health and Human Services (HHS); Deidre Davis, deputy assistant secretary for Equal Employment and Civil Rights at the

Department of State; and Justin Dart, disability advocate. The conference was conducted with the generous support of SSA, OSERS, Department of Education; the Office on Disability and Health, Centers for Disease Control and Prevention, HHS; the Bureau of Maternal and Child Health, HHS; and the Substance Abuse and Mental Health Services Administration, HHS. Other program supporters included Very Special Arts, the President's Committee on the Employment of People with Disabilities, United Cerebral Palsy Associations, and the Computer and Electronic Accommodations Program, Department of Defense.

Youth participant Melissa Santos of Chicago was selected to introduce Vice President Albert Gore, Jr., at a July 2 event announcing plans for a new edition of the Franklin D. Roosevelt Memorial that depicts the former president with his disability, and to speak at the Department of Transportation when it announced its final regulations on the over-the-road bus regulations in September.

Hearing on Culturally Diverse Populations

August 5, 1998, San Francisco, CA

NCD conducted a public hearing in San Francisco that focused on meeting the unique needs of people with disabilities from diverse cultural populations. More than 50 witnesses spoke during the six-hour public hearing. Representatives from the Equal Employment Opportunity Commission, the Department of Housing and Urban Development, and the Social Security Administration were also on hand to answer questions.

Hearing on Children and Youth with Disabilities from Minority and Rural Communities

January 26, 1998, New Orleans, LA

NCD conducted a public hearing to learn about issues facing children and youth with disabilities and their families from minority and rural communities in Louisiana. In FY 1999, NCD issued its report, *Grassroots Experiences with Government Programs and Disability Policy:*

Proceedings from a Public Hearing in New Orleans, Louisiana, which contained recommendations capturing the compelling testimony.

Dialogue on Race

August 4, 1998, San Francisco, CA

Angela E. Oh, one of seven distinguished members of the President's Initiative on Race advisory board, participated in an NCD-sponsored Dialogue on Race with a diverse group of people with disabilities from the San Francisco Bay Area. The event was part of an ongoing effort to ensure that people with disabilities from culturally diverse backgrounds are part of the national dialogue on race.

National Conventions

July 11–16, 1998, Atlanta, GA
July 19–22, 1998, Philadelphia, PA

As part of NCD's efforts to reach out to minority, rural, and ethnic communities, NCD representatives participated in the 89th Annual NAACP Convention (Atlanta) and in the National Council of La Raza 1998 Annual Conference (Philadelphia).

WORKING TO MONITOR AND IMPROVE ENFORCEMENT OF CIVIL RIGHTS LAWS FOR PERSONS WITH DISABILITIES

NCD was encouraged to monitor and evaluate federal enforcement efforts of the Americans with Disabilities Act (ADA), and other civil rights laws when it convened a diverse group of more than 300 leaders from the disability community for a policy summit in 1996. In response, NCD initiated the Disability Civil Rights Monitoring Project. During FY 1998, NCD conducted research and interviews that laid the foundation for reports with recommendations to be released in FY 1999.

Commemoration of ADA Anniversary

July 29, 1998, Washington, DC

The President and disability leaders, including NCD's chair Marca Bristo, commemorated the eighth anniversary of the signing of the Americans with Disabilities Act (ADA) at a White House meeting, where the President announced additional outreach efforts by federal enforcement agencies as well as measures designed to increase employment and health care options for people with disabilities. He directed the attorney general, the chairperson of the Equal Employment Opportunity Commission, and the administrator of the Small Business Administration to expand public education about the requirements of ADA to employers, employees, and others whose rights may be affected, with special attention to small businesses and underserved populations. The President also directed the secretary of the Department of Health and Human Services to ensure that governors, state legislators, and state Medicaid directors work with consumer organizations to take advantage of a new Medicaid buy-in option the President signed into law last year, the option allows people with disabilities who return to work to purchase critically necessary Medicaid coverage as their earnings increase. President Clinton also announced the release of a letter from the Health Care Financing Administration to Medicaid directors, clarifying the fact that ADA obligates states to offer long-term services in the most integrated settings appropriate. In addition, the President announced his strong commitment to work with Senators James M. Jeffords (R-VT) and Edward M. Kennedy (D-MA) and other members of Congress to pass affordable, feasible legislation that helps people with disabilities maintain their health care coverage and return to work.

Over-the-Road Bus Announcement

September 24, 1998, Washington, DC

NCD representatives participated in the announcement of final regulations from the Department of Transportation (DOT) that will allow passengers with disabilities to use over-the-road buses and that will require bus lines such as Greyhound to purchase only accessible buses after the

effective date of the rule and to be completely accessible by 2012. The action by DOT fulfills a key element of the Americans with Disabilities Act of 1990. NCD commended DOT Secretary Rodney E. Slater for issuing this regulation that finally allows people with disabilities to take an accessible bus from one city to another, helping them live independently and participate fully in their communities. NCD Youth Leadership Development Conference participants Tracee Garner of Sterling, Virginia, and Melissa Santos of Chicago, Illinois, attended this event. Ms. Santos also spoke at the event.

Communication with the Secretary of Transportation

May 26, 1998, Washington, DC

NCD submitted comments to the Secretary of Transportation on over-the-road bus travel by people with disabilities. The new federal rules would require over-the-road buses to be fully accessible to passengers with disabilities as major bus lines replace their existing fleets with new models.

Motor Voter Study

August 1, 1998, Washington, DC

NCD announced a pilot study to assess compliance with National Voter Registration Act (motor voter law) provisions requiring disability service organizations to offer their clients information on registering to vote. Anecdotal evidence indicates that many service organizations have not been responsive to this provision. NCD's study will survey state vocational rehabilitation agencies to determine whether they are in compliance and how they have implemented the requirements. The study would become the basis for a broader study encompassing a larger cross-section of disability service organizations across the country. The study goals are to gather data on the level of awareness of the motor voter requirements among state agencies, the extent of compliance among the agencies, barriers to compliance, types of notification programs, methods of implementing notification programs, the effectiveness of various notification

programs in increasing voter registration and participation, and the identification of best-practice models.

Press Briefing on First ADA Supreme Court Case

March 30, 1998, Washington, DC

As the agency that originally proposed the Americans with Disabilities Act (ADA), NCD participated in a press briefing on the first U.S. Supreme Court case (*Bragdon v. Abbott*) interpreting ADA. The briefing was sponsored by the HIV Law Policy Study of the Georgetown University Law Center. In June, the Court ruled that "HIV infection, even in the so-called asymptomatic phase, is an impairment which substantially limits the major life activity of reproduction."

Memorandum of Understanding Signing

October 22, 1997, Washington, DC

NCD's 1992 report, *Wilderness Accessibility for People with Disabilities*, included a key recommendation that the federal agencies responsible for wilderness management should better coordinate their policies and management practices regarding disability access and make them consistent with the requirements of federal nondiscrimination laws. On October 22, 1997, a memorandum of understanding was signed by the federal land management agencies to coordinate those policies.

Communication with the Department of Education

January 20, 1998

NCD submitted comments to the Department of Education on proposed regulations for implementing the Individuals with Disabilities Education Act.

Statement on Discipline of Students with Disabilities

May 15, 1998, Washington, DC

NCD released *Discipline of Students with Disabilities: A Position Statement* in response to efforts to amend the Individuals with Disabilities Education Act to give schools greater power to discipline all children, regardless of whether they have a disability, with the goals of ensuring safety and an "appropriate educational atmosphere" in the schools. NCD was concerned about the way this issue was characterized and the potential harm to children with disabilities that might have come from efforts to revisit this issue in the statute.

Department of State Meeting on Embassy Accessibility

December 3, 1997, Washington, DC

NCD representatives met with representatives of the Department of State to discuss access at U.S. embassies and other government-owned buildings overseas and in the United States. Representatives of the Department of Justice and the Architectural and Transportation Barriers Compliance Board (Access Board) attended. Physical access to these overseas buildings is governed by the Architectural Barriers Act, which is administered by the Access Board. Department of State officials reaffirmed Secretary Madeleine Albright's commitment to ensuring disability access at U.S. embassies abroad and reaffirmed the Department of State's desire to attract qualified individuals with disabilities into the foreign service.

USOAS Meeting

August 11, 1998, Washington, DC

NCD representatives met with Ambassador Victor Marrero, U.S. permanent representative to the U.S. Organization of American States (USOAS), at the Department of State to discuss the Draft Inter-American Convention on the Elimination of All Forms of Discrimination by Reason of

Disability. Ambassador Marrero requested that NCD analyze the current draft and recommend changes. NCD complied by comprehensively analyzing the document.

Public Administration Forum

March 10, 1998, Alexandria, VA

NCD participated in the Federal Equal Employment Opportunity Practitioners' Forum 1998 program, addressing the topic of Dealing with Psychological and Emotional Disabilities.

WORKING TO REORIENT PUBLIC PROGRAMS TO SUPPORT WORK

Executive Order Signing Ceremony

March 13, 1998, Washington, DC

NCD participated in the signing ceremony for President Clinton's executive order establishing a National Task Force on Employment of Adults with Disabilities. The task force will bring the power of government to attempt to increase the employment rate of people with disabilities to a rate closer to the general employment rate in the United States. The executive order stems from a recommendation developed at NCD's 1996 National Summit on Disability Policy by a diverse group of more than 300 disability community leaders. The task force, which will be chaired by Alexis Herman, Secretary of Labor, and vice chaired by Tony Coelho, chairperson of the President's Committee on Employment of People with Disabilities, is charged with developing policy recommendations to reduce employment barriers for persons with disabilities. The NCD chairperson is a member of the task force.

Presidential Task Force on Employment

April 22, 1998, Washington, DC

NCD participated in the first meeting of the Presidential Task Force on Employment of Adults with Disabilities, which took place on April 22 at the Department of Labor. After opening remarks by Secretary of Labor Alexis M. Herman and Tony Coelho, chair of the President's Committee on Employment of People with Disabilities (they are chair and vice chair, respectively, of the task force), participants heard panel discussions and presentations on such subjects as health care, personal assistance services, wraparound services as employment barriers, education, income security programs, workforce training issues, equal employment opportunities, civil rights, and affirmative action.

Policy Education Seminar and Roundtable

February 25–26, 1998, Washington, DC

NCD participated in a two-day informal policy education seminar and roundtable discussion on health care and employment with national and grassroots advocates from the disability community and federal experts from the Social Security Administration, the Health Care Financing Administration, and the National Institute on Disability and Rehabilitation Research.

Personal Assistance Services

February 28, 1998, Houston, TX

May 29, 1998, Washington, DC

NCD representatives participated in a blue ribbon panel of disability experts on the development of federal policies that support state efforts to expand access to personal assistance services in the community. The panel was hosted by the Independent Living Research Utilization program in Houston, Texas, and funded by the RWJ Foundation.

NCD representatives also participated in the Home and Community Based Services Workshop, sponsored by the Department of Health and Human Services, Health Care Financing Administration, to review federal statutes and regulations for personal care and home and community-based services for people with disabilities.

Communication with the Rehabilitation Services Administration

March 13, 1998, Washington, DC

NCD provided comments to the Rehabilitation Services Administration (RSA) on the draft strategic plan recently circulated to obtain input from the disability community on how RSA can boost employment outcomes for people with disabilities.

Social Security Meeting

March 13, 1998, Washington, DC

NCD representatives met with Social Security Administration Commissioner Ken Apfel to discuss recommendations in *Removing Barriers to Work, National Disability Policy: A Progress Report* and *Achieving Independence*. NCD recommended that the disability community should be involved in discussion about the solvency of the trust fund. Subsequently, the White House Conference on Social Security included NCD and other disability community organizations in discussions on solvency issues. The disability community continues to be active in this debate.

International Symposium

May 20–22, 1998, Washington, DC

NCD, along with the Social Security Administration, the President's Committee on Employment of People with Disabilities, the Department of Labor, the National Institute on Disability and Rehabilitation Research, and the International Labour Organization, co-sponsored and

participated in the International Symposium and Colloquium on Job Retention and Return to Work.

BRINGING A DISABILITY PERSPECTIVE TO GENERIC POLICY DISCUSSIONS

Progress Report on Disability Policy

October 31, 1997, Washington, DC

NCD published *National Disability Policy: A Progress Report*, which covers July 26, 1996, through October 31, 1997. The report reviews federal policy activities since the issuance of NCD's *Achieving Independence: The Challenge for the 21st Century*, noting progress where it occurred and making further recommendations where necessary. Large portions of this report were reprinted with permission by *Enable Magazine,* and excerpts from the report were distributed to all task force members at the first meeting of the Presidential Task Force on Employment of Adults with Disabilities in April 1998.

Access to Multimedia Technology

March 13, 1998, Washington, DC

NCD released its report *Access to Multimedia Technology by People with Sensory Disabilities*, which provides an overview of multimedia access barriers and solutions, including public policy interventions recommended as part of an overall strategy to make the electronic bridge to the 21st century available to all Americans.

Communication with the President's Initiative on Race

January 6, 1998, Washington, DC

NCD offered technical support and assistance to the President's Initiative on Race (PIR) to help foster a national dialogue on race that includes a discussion of the unique issues facing people

with disabilities from culturally diverse backgrounds. NCD also coordinated a letter to PIR from NCD, the President's Committee on Employment of People with Disabilities, and the Office of Special Education and Rehabilitative Services at the Department of Education. NCD followed up by meeting with the director of policy from PIR and other government representatives. In spite of these efforts, NCD was not satisfied with the extent to which PIR's final report to the President incorporated the issues facing minorities with disabilities.

Disability Research Report

April 1, 1998, Washington, DC

NCD published its report *Reorienting Disability Research*, which synthesizes recommendations by researchers and consumers toward a disability statistics policy that is more meaningful and useful in light of the paradigm shift precipitated by ADA. The report was distributed to the research community.

Coordination of Federal Disability Efforts with Foreign Governments

May 20, 1998, Washington, DC

As ADA continues to serve as model civil rights legislation for countries throughout the world, NCD recommended that the Department of State and NCD convene a meeting of federal officials with disability responsibilities, in an effort to better coordinate their activities with foreign governments. The result would be a more coherent foreign policy relating to disability policy.

Federal Communications Commission on Technology Issues

February 17, 1998, Washington, DC

NCD representatives met with senior staff at the Federal Communications Commission (FCC) to discuss technology issues, including FCC's plans for implementing Section 255 of the Telecommunications Act relating to accessibility.

Communications with the Federal Communications Commission

June 30, 1998, Washington, DC

August 14, 1998, Washington, DC

NCD submitted comments to the Federal Communications Commission in connection with the implementation of Section 255 of the Telecommunications Act of 1996, Access to Telecommunications Services, Telecommunications Equipment, and Customer Premises by Persons with Disabilities. NCD developed these comments with guidance from its federal advisory committee known as Tech Watch.

NCD Leads Discussions with FCC

July 28, 1998, Washington, DC

A group of federal officials led by NCD representatives met with staff of the Federal Communications Commission (FCC) to discuss how individuals with disabilities and society in general would be affected by regulations proposed by FCC to implement Section 255 of the Telecommunications Act of 1996.

Department of State Strategic Planning

November 18, 1997, Washington, DC

NCD representatives, including members of NCD's International Watch, participated in the Department of State's strategic planning for the 21st century. During the meeting, Department of State officials agreed that the rights of people with disabilities should be included in their strategic plan. They also agreed to review recommendations in NCD's 1996 *Achieving Independence: The Challenge for the 21st Century* and *Foreign Policy and Disability*.

Department of State Meeting

September 15, 1998, Washington, DC

NCD representatives met with Ambassador Craig Johnstone, director, Secretary of State's Office of Resources, Plans, and Policy, to provide leadership in the development of disability-related goals and objectives for the Department of State in FY 2000 and beyond.

International Watch

November 12, 1997, Washington, DC

NCD established a consumer-oriented task force known as International Watch. Its purpose is to share information on international disability issues and to advise NCD's International Committee on developing policy proposals that will advocate for a foreign policy consistent with the values and goals of the Americans with Disabilities Act.

USAID Develops New Disability Policy

April 23, 1998, Washington, DC

In its 1996 reports *Foreign Policy and Disability* and *Achieving Independence: The Challenge for the 21st Century*, NCD made several recommendations to the U.S. Agency for International Development (USAID) on creating a disability development policy with measurable goals and timelines. A USAID official made a special presentation to NCD's International Watch on the agency's new disability policy that reflected NCD's recommendations and the need for input from the disability community on implementing this policy.

USIA/Mobility International USA Conference

April 1, 1998, Washington, DC

NCD representatives participated in Joining Hands, a joint conference sponsored by the U.S. Information Agency and Mobility International USA to discuss the importance of increasing participation by people with disabilities in international exchange programming.

UN International Day of Disabled Persons

December 3, 1997, Washington, DC

NCD joined other disability groups in celebrating the United Nations International Day of Disabled Persons at the Department of State.

Organization of American States

March 3–4, 1998, Washington, DC

NCD continued to collaborate during the year with the Department of State's Permanent Mission to the Organization of American States on the definition of disability contained in drafts of the Inter-American Convention on Disabilities. The discussion of the definition of disability continues.

CONGRESSIONAL TESTIMONY

During FY 1998, NCD provided formal testimony to Congress on two occasions:

March 23, 1998, before the U.S. House of Representatives

NCD testified before the U.S. House Committee on Appropriations, Subcommittee on Labor, Health and Human Services, and Education, regarding its FY 1999 budget request.

March 23, 1998, testimony submitted for the record of the U.S. Senate

The U.S. Senate Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies received testimony from NCD regarding its FY 1999 budget request.

INFORMATION GATHERING AND DISSEMINATION

During FY 1998, NCD received thousands of telephone calls, e-mail messages, and letters from concerned individuals and organizations about disability issues. With the refinement of its e-mail capabilities and a new, award-winning Web site (**http://www.ncd.gov**) that receives more than 60,000 hits per year, NCD's outreach to its consumers continued to grow. NCD disseminated important disability-related information through its monthly publication *NCD BULLETIN*, special mailings, published articles, special reports, annual reports, brochures, position papers, other disability organizations, the Internet, and ongoing interaction with the news media.

NCD REPRESENTATION

NCD is represented on several interagency bodies. NCD members and staff regularly attended meetings of the Presidential Task Force on Employment of Adults with Disabilities, the President's Committee on Employment of People with Disabilities, the National Institute on Disability and Rehabilitation Research's Interagency Committee on Disability Research, the Centers for Disease Control and Prevention, and similar groups.

NCD QUARTERLY MEETINGS

As required by Section 400(3)(c) of the Rehabilitation Act of 1973, as amended, NCD met on four occasions during FY 1998:

November 3–5, 1997; Washington, DC

January 26–28, 1998; New Orleans, LA

June 8–10, 1998; Washington, DC

August 3–5, 1998; San Francisco, CA

APPENDIX A

NCD MEMBER AND STAFF BIOGRAPHIES

Members

Marca Bristo, Chairperson

Marca Bristo of Chicago, Illinois, is the chairperson of NCD. She was selected by President Clinton to be the first person with a disability to hold this position and was confirmed by the U.S. Senate on May 12, 1994.

Ms. Bristo is also president and CEO of Access Living of Metropolitan Chicago. In 1979, Ms. Bristo helped to found Access Living as Chicago's only nonresidential independent-living program for people with disabilities. She directed Access Living through its initial period of affiliation with the Rehabilitation Institute of Chicago and into full autonomy in 1987.

Ms. Bristo is past president of the National Council on Independent Living, which she co-founded, and she served on the congressionally appointed Task Force on the Rights and Empowerment of Americans with Disabilities. In March 1995, Ms. Bristo was part of the U.S. delegation to the United Nations (UN) World Summit on Social Development in Copenhagen—the first person with a disability to participate in a UN summit. In June 1996, she was also a U.S. delegate to the UN World Summit on Urban Living and Shelter in Istanbul, Turkey. Ms. Bristo chaired the Illinois Public Action Council board from 1989 to 1994 and is a board member of the Rehabilitation Institute of Chicago. She was co-chair of the Campaign for Better Health Care in Illinois and was a 1991–1992 participant in Leadership Greater Chicago.

Ms. Bristo has received numerous awards and honors, including the 1993 Henry B. Betts Award, the Distinguished Service Award of the President of the United States, the 1993 United Way of

Chicago Executive of the Year Award, the 1996 YWCA of Metropolitan Chicago Outstanding Achievement and Racial Justice Award, and the 1996 Paraquad Gateway to Independence Award. She has assisted in writing and modifying city, state, and national legislation prohibiting rights violations.

Ms. Bristo has also been awarded the Coalition of Citizens with Disabilities of Illinois 1995 Distinguished Citizen Award and the 1995 Rush University Trustee Medal; she was named 1995 Distinguished Alumna of the Rush–Presbyterian–St. Luke's Nurses Alumni Association; and she was selected as one of the recipients of the 1995 Mercedes-Benz Mentor Award. She was featured in the January 29, 1996, issue of *Crain's Chicago Business* as one of the "100 Most Influential Women in Chicago."

Ms. Bristo, who holds a bachelor of arts degree in sociology from Beloit College and a bachelor of science degree in nursing from Rush College of Nursing, lives in Chicago with her husband and two children.

Kate P. Wolters, First Vice Chairperson

Kate P. Wolters of Grand Rapids, Michigan, is NCD's first vice chairperson. She was appointed by President Clinton and confirmed by the U.S. Senate to be a member of NCD on May 12, 1994. She currently serves as the chairperson of the board of trustees of the Steelcase Foundation. Ms. Wolters served as the executive director of the Steelcase Foundation from 1986 until 1996, at which time she was appointed chair. She received her bachelor's degree from Aquinas College and a master of social work degree from Michigan State University. She currently serves on the boards of the Council of Michigan Foundations, Aquinas College, Founders Trust Personal Bank, the Grand Rapids Art Museum Foundation, and the Disability Funders Network, and on the Michigan State University School of Social Sciences board of visitors. Ms. Wolters serves on the board of the Mary and Robert Pew Education Fund, and as chair of the Kate and Richard Wolters Foundation.

Hughey Walker, Second Vice Chairperson

Hughey Walker of Georgetown, South Carolina, is NCD's second vice chairperson. He is also chief magistrate of Georgetown County. President Clinton appointed Judge Walker to NCD, and the U.S. Senate confirmed him as a member of NCD on December 22, 1995.

Judge Walker is a combat-wounded Vietnam veteran and a former chairperson of the Georgetown County Council. He previously served as an advocate counselor at South Carolina Protection and Advocacy System for the Handicapped, Inc., where he was responsible for investigating discrimination complaints for people with disabilities. In addition, Judge Walker was the public affairs director at a local radio station.

Yerker Andersson, Ph.D.

Dr. Yerker Andersson of Frederick, Maryland, was appointed by President Clinton to NCD. He was confirmed by the U.S. Senate on April 6, 1995, and reconfirmed on July 31, 1997. In 1996, he retired as chairperson of Deaf Studies at Gallaudet University and received the status of professor emeritus.

A native of Sweden, Dr. Andersson has held several other positions with Gallaudet University, including American Sign Language/Deaf Studies Project coordinator, professor of sociology, special assistant to the dean of the College of Arts and Sciences, and chairperson of the Department of Sociology and Social Work.

He has also been involved in local and national organizations, including the American Sociological Association, the Sociological Society, the American Association of University Professors, the Gallaudet University Alumni Association, the National Association of the Deaf, and the World Federation of the Deaf.

His awards and honors include an honorary doctor of law degree from Gallaudet University; the International Award Number One, Swedish Federation of the Deaf; Distinguished Award,

National Association of the Deaf; Jonathan Hall Man of the Year; Edward Miner Gallaudet Leadership Award; International Solidarity Merit Award, World Federation of the Deaf; and Olof Hanson Service Award.

Dr. Andersson received a B.A. in sociology from Gallaudet University; an M.A. in rehabilitation counseling and a professional diploma in counseling from Teachers College, Columbia University; and a Ph.D. in sociology from the University of Maryland.

Dave N. Brown

Dave N. Brown of Olympia, Washington, was appointed to NCD by President Clinton and confirmed by the U.S. Senate on May 23, 1997. He is the manager of the Disability Initiative of the Washington State Department of Social and Health Services, where he works with the agency's 16,000 employees and more than 25 divisions to eliminate barriers to employment, services, and benefits.

Previously, Mr. Brown worked with Washington State's Department of General Administration as a member of the Washington State Americans with Disabilities Act Implementation Team, advising key officials on a range of disability issues and working with 150 state agencies to coordinate and effectively implement aspects of ADA. In addition, Mr. Brown worked as a supervisor at the Lighthouse for the Blind in Seattle.

Mr. Brown holds a bachelor's in arts and a master's in public administration from the University of Washington.

John D. Kemp

John D. Kemp of Washington, D.C., was appointed to NCD by President Clinton and confirmed by the U.S. Senate on June 30, 1995. Mr. Kemp, a lawyer and an expert on disability issues and services, is president and CEO of Very Special Arts (VSA), an affiliate of the John F. Kennedy Center for the Performing Arts.

Before joining VSA, Mr. Kemp was executive director of United Cerebral Palsy Associations, Inc. He also served as general counsel and vice president of development for the National Easter Seal Society. His ties to Easter Seals go back to his youth, when he was the national Easter Seal poster child at age 10.

In the 1970s, Mr. Kemp managed a firm that advised companies on state and federal civil rights, employment and education laws, and policies regarding persons with disabilities. He was also editor and publisher of *Disability & Employment Reporter*, a monthly legal and legislative newsletter for employers.

He serves on the boards of directors of several national organizations, including the National Rehabilitation Hospital, the Dole Foundation for Employment of People with Disabilities, and Independent Sector. He chaired the 1993 Henry B. Betts Award Jury.

Mr. Kemp is the recipient of many honors and awards, including the Horatio Alger Award, an honor extended to singularly accomplished individuals in recognition of their achievements in the face of adversity.

Mr. Kemp is a graduate of Georgetown University and Washburn University School of Law. He has appeared in a variety of forums—including Cable News Network's "Headline News," ABC News' "Business Week," NBC's "Today" show, and the "Ask Dr. Ruth" television show—to speak on civil rights, independent living, accessibility, and other disability issues.

Audrey McCrimon

Audrey McCrimon of Chicago, Illinois, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. During this Fiscal year, she was assistant secretary of the Illinois Department of Human Services.

She previously served as the director of the Illinois Department of Rehabilitation Services. She was the first African American to hold that position.

As head of the state's lead agency serving people with disabilities, she oversees programs providing vocational rehabilitation, in-home care, advocacy, education, benefit determinations, and independent living services for people with disabilities. Before she became director in 1991, Ms. McCrimon was the agency's associate director, supervising the Chicago office. Before joining state government, she was deputy commissioner on disability for the Chicago Department on Aging and Disability. She also has worked as a program coordinator for Chicago Citywide College and as a counselor for Jewish Vocational Services of Chicago.

In 1991, Ms. McCrimon was awarded the Advocacy and Volunteerism Award by the Association of Late Deafened Adults. Other honors include the August W. Christmann Award for Disability Advocacy, the Very Special Arts Advisory Committee Appreciation Award, and the National Organization on Disability Achievement Award.

In 1993, she attended the Program for Senior Executives in State and Local Government at the John F. Kennedy School of Government at Harvard University. She holds bachelor's and master's degrees in education from Northern Illinois University and is fluent in American Sign Language.

Gina McDonald

Gina McDonald of Salina, Kansas, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on July 31, 1997. She is the executive director of the Kansas Association of Centers for Independent Living and president of the board of directors of the National Council on Independent Living (NCIL). She has 18 years of experience in the development, management, and training of independent living programs, centers, and associations. Ms. McDonald is a recognized leader in disability rights organizations at the local, state, and national levels.

Ms. McDonald also works as a consultant for the Independent Living Resource Utilization program in Houston, Texas. With a grant from the National Institute on Disability and Rehabilitation Research, the program provides training on issues related to independent living for organizations throughout the country.

She serves on the boards of the Families Together Parent Training Project and the Statewide Independent Living Council. Ms. McDonald has received numerous awards and honors, including the ADA Award from the Task Force on the Rights and Empowerment of Americans with Disabilities, the President's Award from NCIL, and various awards from Justin Dart for legislative and advocacy activities.

Ms. McDonald holds a bachelor's degree in arts from Marymount College in Salina, Kansas, and a master's degree in rehabilitation administration from the University of San Francisco.

Bonnie O'Day, Ph.D.

Bonnie O'Day, Ph.D., of Falls Church, Virginia, was appointed by President Clinton to NCD. She was confirmed by the U.S. Senate on June 21, 1994, and reconfirmed on July 31, 1997. She obtained her Ph.D. at the Heller School for Advanced Studies in Social Welfare Policy at Brandeis University. Dr. O'Day is the associate director for disability policy research at the National Rehabilitation Hospital Research Center, where she examines the impact of managed care on people with disabilities and conducts research on employment barriers for people with disabilities.

She has been an adjunct professor at Brandeis, Tufts, and Suffolk Universities and has directed independent living centers, providing services and advocacy for people with severe disabilities in Massachusetts, Virginia, and Minnesota. She has been an advocate for the civil rights of blind and disabled people since 1973 and has served on the boards of directors of national, state, and local advocacy organizations. Her areas of expertise include employment, income maintenance, assistive technology, and civil rights.

Lilliam Rangel-Diaz

Lilliam Rangel-Diaz of Miami, Florida, and a native of Cuba, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is employed at the University of Miami, School of Medicine, Department of Urology.

She is a member of the advisory board of the University of Miami Mailman Center for Child Development Preschool Inclusion Project and is the family advocate for the University of Miami Mailman Center for Child Development Interdisciplinary Fundamentals in Adaptive and Assistive Technology Project.

The mother of five children, the oldest of whom has developmental delays, Ms. Rangel-Diaz is remarried and now has a stepson with a disability. She is a recognized expert in special education and has participated in and presented at numerous conferences and workshops. She chaired the First and Second Annual Bilingual Inclusion Conferences on Educating Children with Disabilities and co-founded the Coalition for Integration of the Disabled, Inc., a statewide nonprofit organization promoting inclusionary educational opportunities for children with disabilities.

She is the recipient of the First Moments Award from the Coalition for Integration of the Disabled, Inc., and the Commitment Award and the Outstanding Service Award from the Family Network on Disabilities.

She graduated from the Florida International University Paralegal Program and achieved national certification. She is pursuing a degree in communication and plans to continue her studies in the legal field.

Debra Robinson

Debra Robinson of Philadelphia, Pennsylvania, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is a consumer satisfaction team member and

provides clerical support at Vision for Equality. She previously worked at Philadelphia Coordinated Health Care.

Ms. Robinson is a former project consultant to the Supported Work Interview Project. She was the first woman president of Speaking for Ourselves, where she was responsible for overseeing six chapters and the board of directors. She is a longtime advocate for people with disabilities, and she participated in the White House signing ceremony for ADA.

She is the recipient of the Peter and Elizabeth Greene Wiley Leadership Award and is the author of "Advocacy in the Danger Zone," which appeared in *Impact Magazine*.

Shirley W. Ryan

Shirley W. Ryan of Winnetka, Illinois, is president and co-founder of the Pathways Center for Children, an outpatient, individualized neurodevelopmental therapy center for children with delayed gross or fine motor activity or motor-based eating problems. Mrs. Ryan also is president and co-founder of Pathways Awareness Foundation, a public health care awareness organization that focuses on such issues as child development problems and early infant assessment procedures for children with special needs.

As part of her outreach commitment to the community, Mrs. Ryan is a trustee for the Ronald McDonald Children's Charities and director of the United Cerebral Palsy Association of Chicago. She is an executive committee member of the Chicago Community Trust, a public foundation that makes awards in the areas of health, social services, education, civic affairs, and arts and humanities.

She is vice chairperson of the board of directors of the Chicago Council on Foreign Relations; founder of the Northwestern University graduate school invitational course; a founding member of the Northwestern University Women's Board; and director of the Chicago Foundation on Education.

Mrs. Ryan's mission is to help children with movement difficulties and their families. Thanks to her vision and perseverance, hundreds of thousands of Americans have learned what signs in a baby's physical development may indicate delayed development and the need for assistance. Mrs. Ryan is married and has three children.

Michael B. Unhjem

Michael B. Unhjem of Fargo, North Dakota, is president of Blue Cross/Blue Shield of North Dakota. He is the youngest person ever elected to the North Dakota House of Representatives. He is a member of the National Conference of Commissioners on Uniform State Laws, and in 1998 he served as president of the National Mental Health Association.

Mr. Unhjem has been involved in local and national organizations, including the Advisory Mental Health Council of the U.S. Department of Health and Human Services, the Governor's Commission on Mental Health Services, the National Alliance for Research on Schizophrenia and Depression, and the National Mental Health Leadership Forum. His awards include the 1989 Special Presidential Commendation from the American Psychiatric Association, the 1988 Distinguished Leadership Award from the North Dakota Psychological Association, and the National Excellence in Leadership Award from North Dakota.

He has been recognized by *Who's Who in American Politics, Who's Who in North Dakota, Who's Who in the Midwest, Personalities of America,* and *Men of Achievement.* Mr. Unhjem graduated magna cum laude with a B.A. in history and political science from Jamestown College in North Dakota in 1975. In 1978, he earned a J.D. with distinction from the University of North Dakota School of Law in Grand Forks. He is married and has three children.

Rae E. Unzicker

Rae E. Unzicker of Sioux Falls, South Dakota, was appointed to NCD by President Clinton and confirmed by the U.S. Senate on June 30, 1995. She is a writer, speaker, consultant, teacher, and activist with special expertise in organizational development, public policy, and public relations.

Ms. Unzicker has been active in the psychiatric survivor movement since 1978, when she founded the South Dakota Mental Health Advocacy Project. She currently serves as president of the National Association for Rights Protection and Advocacy and as chairperson of the Protection and Advocacy for Individuals with Mental Illness Advisory Council to South Dakota Advocacy Services. She is a consultant to the National Empowerment Center and a member of the advisory board of the Boston University Center for Psychiatric Rehabilitation.

Ms. Unzicker's articles, which deal primarily with recovery and empowerment issues for persons with psychiatric labels, have appeared in many journals and books. She has consulted or made presentations in more than 35 states and has appeared on all the major television talk shows, including "The Oprah Winfrey Show" and "Phil Donahue." She is co-producer of the video "Crazy Women: Madness, Myth, and Metaphor."

Ela Yazzie-King

Ela Yazzie-King of Saint Michaels, Arizona, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is the regional team coordinator of the Indian Children's Program.

Ms. Yazzie-King has been executive director of the Chinle Valley School for Exceptional Children, Inc., and project director of the Navajo Evaluation of Existing Disability Services; the Navajo Undergraduate Rehabilitation Training Project; Learn to Earn, Ltd.; the Indian Health Services Medical Management Project; and the Spinal Cord Injury Follow-up Project. She also has worked as a developmental disabilities advocate, rehabilitation specialist/counselor, and vocational counselor.

She is an active member of the Arizona Developmental Disabilities Advisory Council; the Administration on Developmental Disabilities Multi-Cultural Task Force in Washington, D.C.; and the New Mexico Independent Living Advisory Council. She is a former member of the

Native American Research and Training Center, the Advisory Council of Northern Arizona University, and the Navajo Nation Advisory Council on the Handi-Capable.

Ms. Yazzie-King is the recipient of numerous awards, including Outstanding Volunteer, Navajo Nation Council on the Handicapped; and Citizen of the Year, Arizona Governor's Council on Disabilities.

She holds a bachelor of arts degree in psychology and sociology from Virginia Intermount College and a master of arts in rehabilitation counseling from the University of New Mexico.

Staff

Ethel D. Briggs, Executive Director

Ethel D. Briggs is the NCD executive director. Since joining the NCD staff, she has also served as acting executive director, deputy director, and director of adult services. She is a former chief of the Office of Staff Development and Training for the Washington, D.C., Rehabilitation Services Administration. She has worked as a rehabilitation counselor supervisor, vocational rehabilitation counselor, and part-time instructor at George Washington University.

Ms. Briggs, a longtime advocate for people with disabilities, graduated from North Carolina Central University and holds a master's degree in counseling from the University of North Carolina at Chapel Hill. She was recognized by *Dollar & Sense Magazine* as one of the "Top 100 African-American Business and Professional Women of 1989." Ms. Briggs also was recognized by *Outstanding Women in America* in 1976 and by *Who's Who in American Colleges and Universities* in 1971.

Andrew J. Imparato, General Counsel and Director of Policy

Andrew J. Imparato joined the NCD staff as general counsel and director of policy in September 1997. Previously, Mr. Imparato served as attorney advisor to Commissioner Paul Steven Miller

at the U.S. Equal Employment Opportunity Commission (EEOC), where he advised the commissioner on legal and policy matters under ADA, the Rehabilitation Act, and other civil rights statutes enforced by EEOC. Mr. Imparato also participated in reinvention efforts of EEOC, and represented Commissioner Miller on several intra- and interagency task forces, including the National Disability Policy Review conducted by the White House Domestic Policy Council and the Office of Management and Budget. Previously, Mr. Imparato was counsel to the U.S. Senate Subcommittee on Disability Policy, chaired by Senator Tom Harkin (D-IA), where he worked on the Technology Related Assistance for Individuals with Disabilities Act Amendments of 1994, health care reform, Social Security reform, ADA monitoring, and personal assistance services, among other issues. Before that, he was a staff attorney at the Disability Law Center in Boston, where he was an advocate for cash assistance, health care, and personal assistance services for low-income children and adults with disabilities.

Mr. Imparato speaks frequently on disability topics, and has personal and professional expertise in the area of psychiatric disabilities. Mr. Imparato received his undergraduate degree summa cum laude from Yale College and graduated with distinction from Stanford Law School.

Mark S. Quigley, Public Affairs Specialist

Mark S. Quigley joined the NCD staff as public affairs specialist in May 1990. Before that he was a media consultant to the National Commission on Drug-Free Schools at the U.S. Department of Education, where he provided advice and recommendations on the development and implementation of a media strategy and public awareness campaign. He is a former program coordinator at the Interagency Council on the Homeless in the U.S. Department of Housing and Urban Development, where he reviewed all federal activities and programs to assist the homeless. Mr. Quigley is a former press secretary and director of communications at the White House Conference on Small Business, where he planned, coordinated, and implemented a successful media strategy for 57 state conferences, 6 regional conferences, and a national conference. He began his federal service in 1983 at the U.S. General Services Administration in the Office of Public Affairs, where he was the news media liaison to the Public Building Service.

Mr. Quigley graduated magna cum laude and phi theta kappa in 1979 from Northern Virginia Community College in Annandale, Virginia, with an associate in science degree in general studies. He received a bachelor of arts degree in government and politics in 1983 and a master of public administration in 1990 from George Mason University in Fairfax, Virginia.

Jamal Mazrui, Program Specialist

Jamal Mazrui joined the NCD staff as a program specialist in March 1995. Mr. Mazrui came to NCD from the John F. Kennedy School of Government, Harvard University, where he was alumni database coordinator. He was an account manager and technical support specialist at Advocate Development Corporation and a management information systems consultant at New England Telephone.

Mr. Mazrui has served as chair of the Rehabilitation Advisory Council, Massachusetts Commission for the Blind, and as legislative representative at the Bay State Council of the Blind. He is also the founder and former director of the Visually Impaired and Blind User Group of the Boston Computer Society. He was a member of the Board of Editors of the *Harvard Public Policy Review* and treasurer of the Kennedy School Black Caucus. Mr. Mazrui received a bachelor's degree in operations research from Princeton University and a master's in public policy from Harvard University.

Kathleen A. Blank, Attorney/Program Specialist

Kathleen A. Blank joined NCD's staff as attorney/program specialist in April 1998. Ms. Blank came to NCD from the Disability Rights Education and Defense Fund, where she was a legal research analyst. Her work in disability policy follows a successful career as a management analyst, during which she received many outstanding performance awards for her work on systems engineering and integration projects with the Federal Government. Ms. Blank was also actively involved in Dignity USA, an advocacy organization for gay and lesbian people, where she was twice elected vice president of the Washington, D.C. chapter and appointed chairperson of the Membership and Inclusive Community Committees, the Bylaws Revision Task Force, and

several ad hoc working groups. As an appointee to Dignity's Restructuring Task Force, she played a key role in designing and implementing a process to reach consensus on a proposal for restructuring the national organization. The national board of directors and nearly 80 chapters around the country unanimously approved the proposal.

Ms. Blank is also a community volunteer, as well as a professional mediator specializing in discrimination complaint resolution. She graduated with a bachelor's degree summa cum laude from Xavier University, a master's degree in organizational planning magna cum laude from the University of Cincinnati, and with honor from the University of Maryland School of Law.

Lois T. Keck, Ph.D., Research Specialist

Lois T. Keck joined the NCD staff as a research specialist in October 1998. Previously, Dr. Keck was the coordinator of independent living services at Independence Now, Inc., in Silver Spring, Maryland. She also served at Maryland Center for Independent Living: Resources for Independent Living in Baltimore.

She is a research anthropologist with a background in medical anthropology and international health. She has worked as a principal investigator with the Henry M. Jackson Foundation for the Advancement of Military Medicine, developing HIV/AIDS intervention and prevention programs. She has also been involved with various health programs for the Robert Wood Johnson Foundation and the National Black Leadership Initiative on Cancer.

Dr. Keck was the recipient of the Mary Switzer Fellowship Award in 1996–1997, which gave her the opportunity to conduct research on issues regarding employment and disabilities.

Brenda Bratton, Executive Secretary

Brenda Bratton is NCD's executive secretary. She was formerly a secretary at the National Transportation Safety Board. Ms. Bratton graduated from Farmville Central High School and the Washington School for Secretaries.

Stacey S. Brown, Staff Assistant

Stacey S. Brown is NCD's staff assistant. He has been employed by NCD since 1986. His prior experience includes working as a receptionist and clerk with the Board for International Broadcasting and as a student assistant with the Compliance and Enforcement Unit of the Architectural and Transportation Barriers Compliance Board. Mr. Brown is a graduate of Howard University in Washington, D.C., where he earned a bachelor of arts in political science in 1987.

APPENDIX B

NCD PUBLICATIONS

Enforcing the Civil Rights of Air Travelers with Disabilities: Recommendations for the Department of Transportation and Congress (1999)

National Disability Policy: A Progress Report (1999)

Grassroots Experiences with Government Programs and Disability Policy: Proceedings from a Public Hearing in New Orleans, Louisiana (1998)

Reorienting Disability Research (1998)

Access to Multimedia Technology by People with Sensory Disabilities (1998)

Discipline of Students with Disabilities: A Position Statement (1998)

National Disability Policy: A Progress Report (1997)

Removing Barriers to Work: Action Proposals for the 105th Congress and Beyond (1997)

Equality of Opportunity: The Making of the Americans with Disabilities Act (1997)

Impact of the Welfare Reform Legislation on Legal Immigrants with Disabilities (1997)

Assisted Suicide: A Disability Perspective (1997)

Achieving Independence: The Challenge for the 21st Century (1996)

Foreign Policy and Disability (1996)

Access to the Information Superhighway and Emerging Information Technologies by People with Disabilities (1996)

Guidance from the Graphical User Interface (GUI) Experience: What GUI Teaches About Technology Access (1996)

Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children Supplement (1996)

Cognitive Impairments and the Application of Title I of the Americans with Disabilities Act (1996)

Disability Perspectives and Recommendations on Proposals to Reform the Medicaid and Medicare Programs (1995)

Voices of Freedom: America Speaks Out on the ADA (1995)

Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children (1995)

The Americans with Disabilities Act: Ensuring Equal Access to the American Dream (1995)

Inclusionary Education for Students with Disabilities: Keeping the Promise (1994)

Making Health Care Reform Work for Americans with Disabilities: Summary Information on Five "Town Meetings" on Health Care Reform (1994)

Furthering the Goals of the Americans with Disabilities Act Through Disability Policy Research in the 1990s: Summary of Proceedings (1993)

ADA Watch—Year One: A Report to the President and the Congress on Progress in Implementing the Americans with Disabilities Act (1993)

Meeting the Unique Needs of Minorities with Disabilities (1993)

Serving the Nation's Students with Disabilities: Progress and Prospects (1993)

Sharing the Risk and Ensuring Independence: A Disability Perspective on Access to Health Insurance and Health-Related Services (1993)

Study on the Financing of Assistive Technology Devices and Services for Individuals with Disabilities (1993)

Progress in Advancing the Status of People with Disabilities Around the World: The Work of the United States Delegation to the Thirty-Third Session of the Commission for Social Development of the United Nations (1993)

Wilderness Accessibility for People with Disabilities: A Report to the President and the Congress of the United States on Section 507(a) of the Americans with Disabilities Act (1992)

The Impact of Exemplary Technology-Support Programs on Students with Disabilities (1991)

The Education of Students with Disabilities: Where Do We Stand? (1989)

On the Threshold of Independence (1988)

Toward Independence: An Assessment of Federal Laws and Programs Affecting Persons with Disabilities—with Legislative Recommendations (1986)

APPENDIX C

MISSION OF THE NATIONAL COUNCIL ON DISABILITY

Overview and Purpose

NCD is an independent federal agency with 15 members appointed by the President of the United States and confirmed by the U.S. Senate.

The overall purpose of NCD is to promote policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability; and to empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society.

Specific Duties

The current statutory mandate of NCD includes the following:

- Reviewing and evaluating, on a continuing basis, policies, programs, practices, and procedures concerning individuals with disabilities conducted or assisted by federal departments and agencies, including programs established or assisted under the Rehabilitation Act of 1973, as amended, or under the Developmental Disabilities Assistance and Bill of Rights Act; as well as all statutes and regulations pertaining to federal programs that assist such individuals with disabilities, in order to assess the effectiveness of such policies, programs, practices, procedures, statutes, and regulations in meeting the needs of individuals with disabilities.

- Reviewing and evaluating, on a continuing basis, new and emerging disability policy issues affecting individuals with disabilities at the federal, state, and local levels, and in the private sector, including the need for and coordination of adult services, access to personal assistance services, school reform efforts and the impact of such efforts on individuals with disabilities, access to health care, and policies that operate as disincentives for individuals to seek and retain employment.

- Making recommendations to the President, Congress, the Secretary of Education, the Director of the National Institute on Disability and Rehabilitation Research, and other officials of federal agencies, respecting ways to better promote equal opportunity, economic self-sufficiency, independent living, and inclusion and integration into all aspects of society for Americans with disabilities.

- Providing Congress, on a continuing basis, advice, recommendations, legislative proposals, and any additional information that NCD or Congress deems appropriate.

- Gathering information about the implementation, effectiveness, and impact of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

- Advising the President, Congress, the Commissioner of the Rehabilitation Services Administration, the Assistant Secretary for Special Education and Rehabilitative Services within the Department of Education, and the Director of the National Institute on Disability and Rehabilitation Research on the development of the programs to be carried out under the Rehabilitation Act of 1973, as amended.

- Providing advice to the Commissioner with respect to the policies and conduct of the Rehabilitation Services Administration.

- Making recommendations to the Director of the National Institute on Disability and Rehabilitation Research on ways to improve research, service, administration, and the collection, dissemination, and implementation of research findings affecting persons with disabilities.

- Providing advice regarding priorities for the activities of the Interagency Disability Coordinating Council and reviewing the recommendations of this Council for legislative and administrative changes to ensure that such recommendations are consistent with the purposes of NCD to promote the full integration, independence, and productivity of individuals with disabilities.

- Preparing and submitting to the President and Congress an annual report titled *National Disability Policy: A Progress Report.*

International

In 1995, NCD was designated by the Department of State to be the official contact point with the U.S. government for disability issues. Specifically, NCD interacts with the special rapporteur of the United Nations Commission for Social Development on disability matters.

Consumers Served and Current Activities

While many government agencies deal with issues and programs affecting people with disabilities, NCD is the only federal agency charged with addressing, analyzing, and making recommendations on issues of public policy that affect people with disabilities regardless of age, disability type, perceived employment potential, economic need, specific functional ability, status as a veteran, or other individual circumstance. NCD recognizes its unique opportunity to facilitate independent living, community integration, and employment opportunities for people

with disabilities by ensuring an informed and coordinated approach to addressing the concerns of persons with disabilities and eliminating barriers to their active participation in community and family life.

NCD plays a major role in developing disability policy in America. In fact, it was NCD that originally proposed what eventually became the Americans with Disabilities Act (ADA). NCD's present list of key issues includes improving personal assistance services, promoting health care reform, including students with disabilities in high-quality programs in typical neighborhood schools, promoting equal employment and community housing opportunities, monitoring the implementation of ADA, improving assistive technology, and ensuring that persons with disabilities who are members of minority groups fully participate in society.

Statutory History

NCD was initially established in 1978 as an advisory board within the Department of Education (Public Law 95-602). The Rehabilitation Act Amendments of 1984 (Public Law 98-221) transformed NCD into an independent agency.

NATIONAL COUNCIL ON DISABILITY
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